

# CEO *Insights*

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XLRI ALUMNI LEADERS- 2025

## CEO *Insights* TOP 10 XLRI ALUMNI LEADERS - 2025





**NITIN DC,**  
**FOUNDER & CEO,**  
**RTC**

A multifaceted leader with immense potential to recognize talent, Nitin has over two decades of experience in human resource management, corporate coaching and leadership consulting. He is an alumnus of the prestigious XLRI, Jamshedpur.



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## EXEMPLIFYING IMPACTFUL LEADERSHIP ROOTED IN HUMAN VALUES

**A**n organization's success depends on its manpower. A weak Human Resource function can cause hiring delays, mismatches, and loss of top talent, leading to skill gaps, burnout, and high attrition. These challenges reduce productivity, slow innovation, and increase costs. Poor retention disrupts team dynamics, while weak employer branding and lack of diversity damage reputation and competitiveness. Organizations must invest in strong talent strategies focused on development, retention, and continuous performance evaluation to stay agile and grow sustainably. Bengaluru-based boutique firm RTC Inc., founded by Nitin DC, is setting a significant benchmark by helping organizations devise and execute strong talent and leadership strategies.

With a career spanning over 20 years, Nitin has held diverse roles, from an HR Leader to Talent Strategist, Executive Coach, and Corporate Trainer. He has recruited top talent from institutions such as the IITs in India, and globally from Harvard, MIT, Stanford, and Imperial College London, while in South Korea, and has guided professionals through transformative leadership journeys. Passionate about developing authentic leaders who inspire, grow, and leave a legacy, Nitin has spent over 16 years shaping leadership journeys driven by both intellect and empathy. An alumnus of XLRI Jamshedpur, he now leads RTC Inc as its Founder and CEO and Vagus Engineering Systems, an HVAC and Air Handling Equipments Manufacturer, as its Managing Director. We're honored to have him with us for an exclusive interview.

### Could you discuss some of the transformative experiences you gained at the XLRI?

The most profound transformation I experienced at XLRI was the shift from a self-focused mindset to a purpose-driven one. Before XLRI, my goals were typical: build a successful career, earn well, and live comfortably. It was all about personal achievements. But at XLRI, I began to see leadership not just as a path to personal success but as a responsibility to serve others and create meaningful impact. I realized true leadership is about enabling people, guiding them to discover their potential, and empowering them to succeed. The value of a leader isn't measured by individual accomplishments but by the collective growth



they inspire. This mindset taught me that real success lies in uplifting others, and that's the kind of leader I strive to be.

- **Hobbies:** Reading, writing, sports and watching movies
- **Favorite Books:** Start with Why by Simon Sinek; Emotional Intelligence and Social Intelligence by Daniel Goleman; and Ultra Learning by Scott H. Young
- **Favorite Travel Destination:** India, New Zealand, and Italy
- **Favorite Cuisine:** Indian and Korean
- **Awards and Recognition:**
  - Master Coach for Samsung Southwest Asia region
  - Columbus Award by Samsung for building systems processes and practices.

### How did the institute help with your entrepreneurship and passion and sharpen your business insights?

The influence of XLRI on my journey has been deeply impactful. Being associated with XLRI instantly elevates how people perceive you, often creating respect and trust even before you've proven yourself. Often, it's only after seeing the quality of my contributions that people ask about my education, and their reaction always affirms the power of the XLRI association. Beyond the brand, XLRI shaped my leadership mindset through its environment, values, and faculty wisdom. The alumni network, too, is a powerful asset. I was selected for Samsung's prestigious Global Mobility Program and given an international recruitment role in Korea—despite having no prior experience. I succeeded and was later appointed Head of Talent Acquisition in India. That trust and opportunity were grounded in both performance and the shared XLRI

ethos. Ultimately, XLRI has been a silent yet powerful force—building my credibility, inspiring confidence in others, and giving me the foundation to excel far beyond conventional expectations.

### What is the next chapter in your professional journey?

I'm an internationally certified professional coach. At Samsung, I was appointed the Master Coach for the Southwest Asia region. When I quit Samsung, I was at the peak of my career, enjoying a strong role, excellent compensation, and a comfortable life with personal goals met. Though I had recently been promoted and was not looking for a change, I stepped away as I felt a calling to something great: purpose. I began self-reflections—about the legacy I will leave and the impact I will create beyond myself. This led me to India's farmers, who form the backbone of our country yet remain under-recognized and underserved. With a vision to bring technology and entrepreneurship to rural India, improve yields, and transform agriculture into a viable, profitable future, I now work on my ancestral farmland, leading by example. My mission is to show that farming can be modern, scalable, and sustainable, and to inspire youth to build their futures without leaving their roots.

### What piece of advice would you like to share with aspiring leaders?

True leadership is not about giving instructions or showcasing knowledge; it's about empowering others to grow beyond what they thought possible. Good leaders rise through skill and execution, but great leaders go beyond by nurturing others, earning trust, and leading with authenticity. One leader I deeply admire is Ratan Tata for his humanity. When invited to receive an award from the Queen of England, he declined to care for his ill pet. That decision spoke about his character. Leadership rooted in human values like empathy, trust, and selflessness is lasting and impactful.